



# O'Malley & Madden, P.C.

*Attorneys & Counselors at Law*

542 South Dearborn Street • Suite 660 • Chicago, Illinois 60605 • Phone: 312.697.1382 • Fax: 312.697.1384

September 20, 2013

Ms. Judith R. Dever  
Deputy Corporation Counsel  
City of Chicago, Department of Law  
30 N. LaSalle Street, Suite 1040  
Chicago, Illinois 60602

Via: Hand Delivery

*Re: Kubiak v. City of Chicago*

Dear Ms. Dever:

I received your correspondence of September 12, 2013 responding to my original letter regarding my client Laura Kubiak. With regard to the early retirement option available to Officer Kubiak through September 30<sup>th</sup>, it is in the collective bargaining agreement. Specifically, the option allows officers ages 55-59 to provide notice of intent to retire in year 2014 and receive in exchange paid health insurance premiums upon retirement through Medicare eligibility. I am sure your client is certainly aware of its own bargaining agreement provisions and can provide you with further details.

At this point, it doesn't appear that we will have the opportunity to discuss and arrive at terms of an informal resolution prior to the September 30<sup>th</sup> date by which Ms. Kubiak would have to elect the early retirement option. As such, we request that the City immediately reinstate Officer Kubiak to her Office of News Affairs detail, and remove Officer Zala in order to protect Officer Kubiak from his further violent misconduct toward her, and to do so by September 26<sup>th</sup>. Should we not receive notice, on or before September 26, 2013, that the City is in agreement to undo the obvious and egregious retaliation and discrimination against Officer Kubiak, she will have no choice but to pursue her claims in court.

I understand that both the Director of the Office of News Affairs and the Commanding Officer who were in place at the time of Officer Kubiak's removal are no longer with that office. Given that two of the primary individuals responsible for the harms to Officer Kubiak are no longer present, it seems there is certainly an opportunity to seamlessly reinstate Officer Kubiak to the position she served with excellence for approximately 13 years. I trust that the Chicago Police Department is not truly interested in further protecting a male officer with a police brutality record (Zala) at the expense of a female officer (Kubiak) who has served the Department exceptionally well through four Superintendents.

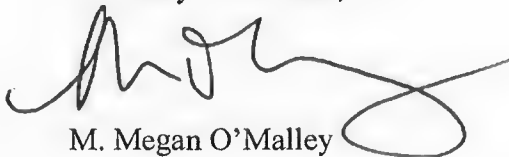
Ms. Judith R. Dever  
September 20, 2013  
Page 2 of 2

O'Malley & Madden, P.C.

Please contact me at your earliest convenience, and no later than September 26, 2013, to confirm that Officer Kubiak may return to her detail in the Office of News Affairs without further fear of retribution from Officer Zala or otherwise.

Sincerely,

O'Malley & Madden, P.C.

A handwritten signature in black ink, appearing to read "M. Megan O'Malley", with a large, stylized loop at the end.

M. Megan O'Malley

cc: Joann Limm, Ass't. Corporation Counsel